

Sumadija Serbian Folk Dance Ensemble Bylaws

C/o St. Sava Serbian Orthodox Cathedral
3201 S 51st Street, Milwaukee, WI 53219

1. The official name of the dance group is “Sumadija Serbian Folk Dance Ensemble.”
2. Organization is comprised of:
 - Executive Board Officers (4): President, Vice President, Secretary & Treasurer
 - Membership Secretary (1)
 - Costume Coordinator (1)
 - Members at Large (2)
 - Auditor (1)
 - Directors (5)
3. The ensemble is comprised of 5 groups, each comprised of participants (dancers) of various ages:
 - Beginner, Children’s, Preparatory, Performance and First Ensemble.
 - Each group has age/grade criteria for participation – see eligibility page for details.
4. Participant dancer, or his/her parent, must be current (paid) member of St. Sava Orthodox Church or another regionally local Serbian Orthodox church (*St. Nikola, St. George*). *Proof of membership is required to waive user fee. “Current membership” is defined as having paid dues as of the current or prior year (example, for this year means paid 2019 or 2018).*
 - Non-paying members are required to pay a \$150 user fee (per dancer) that goes directly to St Sava Church (unless family decides to become a member). *User fee is equivalent to single church membership and therefore subject to change.*
5. Dancers may enroll annually in August by completing required form(s) and paying membership dues at time of registration.
 - Once registration closes, exceptions to enroll may only be granted with permission from Director & Executive Board.
6. Age minimums & maximums for enrollment:
 - Minimum age for participation is 6 or in first grade as of Sept 1. No exceptions will be made for age or grade.
 - Maximum age for participation is currently not limited and therefore open to adults for participation.
7. Participant membership fees will be decided at the annual meeting for the next enrollment period (which means it takes effect the following enrollment period in September).

8. Form & Fee Structure:

- Participant membership forms and fees are due at time of registration. Participants will not be considered official members until completed. All families are required to assist with fundraising events throughout the year.
- Fee structure: \$150 per dancer; \$100 sibling fee (per sibling).
- Parental Commitment fee \$200: Fee applies to those families that do not volunteer to help at events. Those that know up front they cannot or will not work, the fee is required at time of registration (buy-out option). Additionally, families that do not meet their obligation will be charged at the end of the year. *(The Board has privilege to administratively change the terms each year and elect to enforce the fee depending on parent participation. Enforcement and amount can be changed by the Board without parental approval or by-law changes.)*
- Payment plans can be arranged with Board President and/or Treasurer, however full payment is due by December 31st of the enrollment year.

9. Behavior Expectations & Responsibilities:

- Participants are required to behave and comply in a quiet, polite and respectful manner.
- Directors will utilize a “3 strike policy” for ongoing issues. This means that Directors may use discretion to remove uncooperative participants for a period during rehearsal, an entire rehearsal session, multiple sessions or entirely from the group. Expulsion may also be exercised but will require a meeting and approval from the Board.
- Parents, siblings, or other spectators are not allowed during rehearsal unless permission is provided (or required) by Director or Board member.
- Issues or concerns about behavior will be addressed with participants first, then with parents.
- Parent grievances may be addressed directly with Board Members upon verbal or written request. A 24 hour “cooling off period” will be applied to grievances. Parents should not approach Directors directly with grievances.
- Parents will be responsible for all physical needs of the dancers at all times.
- Parents are responsible for chaperoning their own children at all times.

10. Individual & Group Costumes:

- The standard "Sumadija" costume must be purchased (or obtained) by each new dancer when they enroll in the Performance Ensemble to ensure uniformity.
- Beginner, Children's & Preparatory costumes may vary in terms of style/color. Each family is responsible for obtaining their own. Costume pieces may be purchased during the annual enrollment.
- Because costumes are purchased (and personally delivered) directly from Serbia, they are not guaranteed to fit; however, every reasonable effort will be made to meet the needs of the purchaser. *(Families are encouraged to donate, loan, share or sell costumes as dancers outgrow them.)*

- Group owned costumes (applies only to Performance & First Ensembles) will be distributed as needed for performances. Costumes must be cared for, cleaned and returned in their entirety. Families will be charged for repair, cleaning or replacement.

11. Annual Meeting & Election of new Board will be scheduled to occur after the registration period to coincide with the new dance year.

- Duties of the Sumadija Executive Board Officers will coincide with the St. Sava Cathedral By-Laws. (copies can be obtained from church office)
- Parents and dancers (18 years and over in good standing) will be allowed to vote on all motions presented.
- Executive Board and Parent meetings will be scheduled on an as needed basis. Some business will be conducted via email.

12. Payments, Donations, Stipends, Performance Fees & Reimbursements:

- Executive Board Members, Members at Large, Directors, Assistant Directors, Musical Advisors, Artistic Directors and/or Instructors (as applicable) are volunteers and are not compensated by the group.
- Travel & lodging expenses are paid for Directors when they accompany group(s) beyond the tri-state area. Such expense is typically hotel, air, bus or gas.
- A performance fee to cover expenses will be charged to all organizations wishing to have Sumadija perform at their event. The fees will be determined based on prevailing trends and will be confirmed with each groups' director. The Board and Directors have discretion to determine the amount and waive the amount as needed (normally, we do not charge fees for other church member organizations because we look to them for support during our events). As a reference point, \$250 for a continuous 15-minute performance has been used in the past.
- Reimbursement for group approved expenses by members must be submitted to the treasurer within 90 days of event. Receipt copies are required.

13. Group Travel to other cities / events:

- Every reasonable effort will be made to travel as one unit.
- Participant dancers are required to attend liturgy when we are guests of another church community. (Dancers enrolled in Sunday school should let their teachers know of their impending absence and/or liturgy attendance at another church.)
- Group purchased shirts or jackets are encouraged to promote group pride and representation.

14. Operational & Non-Operational Income, Treasury (budget) and Expenditures:

- Operational dues, fees, sales, profits from fundraising events and all other monies collected on behalf of the organization will go into the Sumadija treasury fund to meet the group's yearly operating expenses.

- The Executive Board & Members have discretion to use group funds for all operational expenses.
 - a. Examples of operating expense include, but are not limited to: cultural center user fees, recorded or live music, choreographic material, sound equipment, group costume purchases (including new, replacement, repair or cleaning), group travel expenses (i.e. bus), advertising, rental of external facilities, etc. This will also include donations to support other member organizations as well as charity requests and sponsorships up to a maximum of \$500.
 - b. For non-operational expenditures, the Sumadija Executive Board & Members, along with the parents, will vote on expenditures of funds. Examples would include monetary donations exceeding \$500 for St Sava church, school or facility, including building/ground improvement projects, church sponsored events (i.e. annual festival), etc. This would also include any requests from external organizations.

15. Annually the group sponsors a \$1000 Scholarship Fund aimed at helping high school seniors entering college. (*Our Board / Directors are not involved in award selection process*).

- Current / past members are encouraged to apply. (*Please note that membership in other organizations may make one eligible to make application for more than one scholarship. See official rules.*)
- Applications can be obtained directly from the church office.
- All organizational scholarships are coordinated by Loyal Order and are distributed in March at the awards banquet.

16. In the event this group dissolves, all monies and property will be donated to the St. Sava Serbian Orthodox Cathedral - Milwaukee in the official name of "Sumadija Serbian Dance Ensemble."

17. Acceptance / Changes to bylaws:

- Changes to must be submitted at the annual meeting.
- Bylaws must be accepted annually and will be effective immediately except registration fee which will be effective the following enrollment period.
- Acceptance is required by a 2/3 majority vote of those present.

These By-Laws were accepted & approved on: [Sept 8, 2019 at parent meeting](#)

President name / signature: [Darinka Sever](#)